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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financing of the United Nations Organization Mission in the Democratic Republic of the Congo

Financing performance report for the period from 1 July 2000 to 30 June 2001 and proposed budget for the period from 1 July 2002 to 30 June 2003 of the United Nations Organization Mission in the Democratic Republic of the Congo

Report of the Advisory Committee on Administrative and Budgetary Questions*

1. The Advisory Committee on Administrative and Budgetary Questions has considered the reports of the Secretary-General on the financial performance of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) for the period from 1 July 2000 to 30 June 2001 (A/56/825) and the proposed budget for the Mission for the period from 1 July 2002 to 30 June 2003 (A/56/897). During its consideration of the reports, the Advisory Committee met with the Chief Administrative Officer of the Mission and other representatives of the Secretary-General, who provided additional information.

2. The mandate of MONUC is contained in paragraph 7 of Security Council resolution 1291 (2000) of 24 February 2000. In that resolution the Council authorized the expansion of MONUC to consist of up to 5,537 military personnel,

* Contrary to the requirement that documentation for the Advisory Committee be submitted in a timely fashion in final printed form in all official languages, the proposed budget of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) was considered by the Advisory Committee on the basis of an advance text in English only, which was made available to the Committee shortly before the end of the Committee's winter session. It was therefore necessary to draft the report of the Committee after the Committee had adjourned. The Committee commenced its spring session on 7 May 2002. On 8 May the Committee approved its report on MONUC and submitted it to the Department of General Assembly Affairs and Conference Services for processing.

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including up to 500 military observers, or more, as deemed necessary by the Secretary-General. Subsequently, in its resolution 1355 (2001) of 15 June 2001, the Council authorized the expansion of the civilian component, the creation of a civilian police unit and the strengthening of the logistical support capability of MONUC and extended the mandate of the Mission to 15 June 2002. In its latest resolution on MONUC, resolution 1376 (2001) of 9 November 2001, the Council authorized the launching of phase III of the deployment of MONUC to the eastern part of the Democratic Republic of the Congo by the establishment of a forward base, within the authorized strength of 5,537 military personnel (including 810 military observers).

Financial performance report for the period from 31 July 2000 to 30 June 2001

3. By its resolutions 54/260 B of 15 June 2000 and 55/275 of 14 June 2001, the General Assembly appropriated an amount of $232,119,600 gross ($229,085,600 net) and authorized the Secretary-General to enter into additional commitments of $41 million gross and net, for a total of $273,119,600 gross ($270,085,600 net) for the maintenance of MONUC for the period from 1 July 2000 to 30 June 2001. The total amount has been assessed on Member States. As indicated in the report of the Secretary-General on the financial performance of MONUC (A/56/825, para. 13), expenditure for the period totalled $246,472,000 gross ($243,458,300 net), inclusive of $102,559,000 in unliquidated obligations. The resulting unencumbered balance of $26,647,600 gross ($26,627,300 net) represents, in gross terms, approximately 10 per cent of the appropriation and is the net effect of widespread significant variances from the budgeted amount, resulting from both underexpenditure and overexpenditure.

4. As indicated in annex II to the report, the unutilized balance was attributable primarily to the delayed deployment of military and civilian personnel, delays in the procurement of materials needed for infrastructure repairs, purchase of vehicles at a lower cost than budgeted, lower utilization of flying hours, and lower costs for communications, other equipment, supplies and services, and air and surface freight. The underexpenditure was partially offset by overexpenditure for general temporary assistance, premises and accommodation, and rental of vehicles.

5. The Advisory Committee notes that for the reporting period, the delayed deployment factors for military observers and military contingents were 62 and 72 per cent respectively. The vacancy rate for international staff was 40 per cent and for local staff 33 per cent (see A/56/825, annex II, paras. 1 and 5). In addition, as recommended by the Committee in its report of 15 May 2001 (A/55/941, para. 19), the deployment of air assets was timed to coincide with needs. Thus, out of 27 fixed-wing aircraft budgeted for, only 14 were deployed, and only 26 per cent of the budgeted flying hours were utilized, owing to the delayed deployment of troops. For helicopters, 13 per cent of the budgeted flying hours were utilized (see A/56/825, annex II, paras. 12 and 13).

6. The additional information provided to the Advisory Committee indicated that the underexpenditure of $1,533,600 for international and local personnel was offset in part by overexpenditure for general temporary assistance, common staff costs and "other travel". Upon enquiry, the Committee was informed that the overexpenditure

of $355,400 for general temporary assistance was mainly attributable to the low number of locally recruited personnel converted to appointments of limited duration. The total number of local staff on appointments of limited duration as at 30 June was 158, compared with the figure of 325 initially envisioned for the Mission. The Committee was informed that the overrun of $133,300 under "other travel" resulted from the unbudgeted travel of Security Council members to visit the Mission and that the overrun of $332,100 for common staff costs was due to initial underestimation of the level of expenses.

7. Under operational requirements, an underexpenditure of $31,772,300, partially offset by overexpenditure for premises and accommodation ($9,311,500), resulted in net savings of $22.460,800. **From the additional information provided to it, the Advisory Committee concludes that proper planning of procurement, better estimates of needs and greater monitoring and control would have prevented a number of overruns.**

8. Upon enquiry concerning the overrun of $2,792,100 for rental of premises, the Committee was informed that following negotiations with the Government of the Central African Republic, a status-of-mission agreement had been signed on 13 September 2001 for the occupancy of the M'Poko logistics base at Bangui for a monthly fee of $500,000, effective 1 April 2000. In the absence of a status-of-mission agreement, no budgetary provision had been made for the rental of the M'Poko logistics base, and an obligation of $3.5 million was raised during the financial period from 1 July 2000 to 30 June 2001 (see para. 58 below).

9. An overrun of $4,233,000 for construction and prefabricated buildings was indicated in the additional information provided to the Advisory Committee. Upon enquiry, the Committee was informed that the additional requirements were mainly due to the acquisition of additional prefabricated buildings in response to changes in requirements in the Mission area and the need to build accommodation and office facilities in sectors and coordinating centres for incoming troops and MONUC staff.

10. The Advisory Committee was informed that an overexpenditure of $117,400 had been incurred for rental of vehicles due to slow delivery of vehicles from Brindisi. **The Committee was also informed of a number of instances of overruns due to improper coding of expenditure, which, in the view of the Committee, indicates a need to improve monitoring and recording of expenditure.**

11. The Advisory Committee was informed that, as at 18 March 2002, a total of $383,425,769 had been assessed on Member States in respect of MONUC. Payments received as at that date amounted to $230,537,884, leaving an outstanding balance of $152,887,885. As at 18 March 2002, the cash position of the Mission was $105,800,000, and unliquidated obligations for the period from 1 July 2000 to 30 June 2001 as at 28 February 2002 amounted to $30,799,300, of which $2,655,700 was Government-related and $28,143,600 was not. The Committee was informed that the Mission had borrowed $57 million from the peacekeeping reserve fund and that, as at 18 March 2002, $20 million had been refunded. The current outstanding loans therefore amount to $37 million.

12. The Advisory Committee was informed that troop-cost reimbursement up to 31 January 2002 totalled $22,055,644, while the amount owed for the period from 1 to 28 February 2002 was $3,148,079. With regard to contingent-owned equipment, the

Committee was informed that, as at 28 February 2002, an estimated $10,763,957 was owed and unliquidated obligations totalled $7,878,200. In respect of death and disability compensation, unliquidated obligations as at 28 February 2002 amounted to $693,000 and there were seven claims pending.

13. **The Advisory Committee notes with concern the continuing cash-flow difficulties experienced by the Mission. From table 2 of the performance report (A/56/825), the Committee notes that 75 per cent of the expenditure of $246,472,000 is for operational activities; the military and civilian personnel components account for 12 and 11 per cent respectively. This fairly unusual pattern of expenditure has further exacerbated cash-flow difficulties. In view of these circumstances, it is essential to ensure adequate cash flow through timely payment of contributions.**

14. Paragraphs 15 to 17 of the performance report deal with the application of article IV of the Financial Regulations of the United Nations. As indicated in those paragraphs, certain amounts currently obligated for reimbursement to Governments for death and disability compensation, contingent-owned equipment and self-sustainment need to be retained beyond the period stipulated under financial regulations 4.3 and 4.4. The special arrangements as regards article IV of the Financial Regulations, which are similar to those contained in the annex to General Assembly resolution 55/251 B of 14 June 2001, are described in paragraph 17 of the report. **The Advisory Committee recommends approval of the special arrangements.**

15. The action to be taken by the General Assembly in connection with the financing of MONUC for the period from 31 July 2000 to 30 June 2001 is indicated in paragraph 18 of the performance report. **The Advisory Committee recommends the appropriation of the commitment authority of $41 million gross and net approved by the Assembly in its resolution 55/275. The Committee also recommends that the unencumbered balance of $26,647,600 gross ($26,627,300 net) for the period from 1 July 2000 to 30 June 2001, as well as the interest and other income in the amount of $4,136,000, be credited to Member States in a manner to be determined by the General Assembly.**

Performance for the current period

16. The Advisory Committee held preliminary discussions with the Secretariat on the proposed budget for MONUC for the period from 1 July 2001 to 30 June 2002 (A/56/660, dated 27 November 2001) in December 2001. Subsequently, in February 2002, the Committee issued its report on the proposed budget (A/56/845). The recommendations of the Committee were approved by the General Assembly in its resolution 56/252 B of 27 March 2002.

17. The Advisory Committee was provided with the following information concerning the positions encumbered at MONUC as at 28 February 2002:

Category of personnel	*Authorized level*	*Encumbered*	*Vacancy rate (percentage)*
Military contingents	4 727	2 923	38.2*
Military observers	810	451	44.3*
Civilian police	15	15	0.0
International staff	775	547	29.4
Local staff	752	386	48.7
United Nations Volunteers	168	88	47.6

* Delayed deployment.

18. The Advisory Committee was provided with expenditure data for the period from 1 July 2001 to 30 June 2002. As at 28 February 2002, expenditure for the period amounted to $266,268,600, against an apportionment of $450,000,000. The projected expenditure for the period is $419,373,100, with projected savings estimated at $30,626,900 (see annex I).

Cost estimates for the period from 1 July 2002 to 30 June 2003

19. As indicated in the proposed budget for MONUC (see A/56/897, paras. 2 and 4 and table 1), the cost of maintaining the Mission for the period from 1 July 2002 to 30 June 2003 is estimated at $603,911,000 gross ($593,799,300 net), excluding voluntary contributions in kind in the amount of $2,747,400. This amount represents a 34.2 per cent increase ($153,911,000) in gross terms in relation to the apportionment of $450,000,000 approved by the General Assembly in its resolution 56/252 B of 27 March 2002. The proposed budget reflects increases of $67,932,100, or 55.2 per cent, in military personnel costs; $29,481,600, or 42.6 per cent, in civilian personnel costs; $52,024,200, or 21 per cent, in operational requirements; $1,587,600, or 48.6 per cent, for other programmes; and $2,885,500, or 39.9 per cent, for staff assessment.

20. The estimate provides for 810 military observers, 5,577 military contingent personnel, 100 civilian police, 720 international staff, 763 local staff and 212 United Nations Volunteers.

21. Upon enquiry, the Committee was informed that a number of the reviews of the structure of the Mission requested by the Committee in its report of 27 February 2002 (A/56/845) were ongoing and that further changes would be reported in the next submission. A number of the changes made pursuant to recommendation of the Committee are referred to in the paragraphs below. **The Advisory Committee commends the Secretariat for the efforts it has made to improve the structure and clarity of the presentation of the estimate. The Committee found the quality of the current budget submission (A/56/897) to be much better, with narratives that were, in many instances, more user-friendly than those of the previous submission. The Committee requests, however, that greater effort be made to harmonize the information on posts and other budgetary proposals in the tables with the information contained in the narratives.**

22. The Advisory Committee notes that the proposed budget is based on the adjusted concept of operations for phase III of the deployment of MONUC in the Democratic Republic of the Congo, as proposed in the tenth report of the Secretary-General on MONUC to the Security Council (S/2002/169). As outlined in sections II and III of the budget document (A/56/897), the concept envisages a shift in emphasis of the activities of MONUC to the east of the Democratic Republic of the Congo, which would entail, among other things, increased support for the demilitarization of Kisangani, collection and analysis of data on the number, location, armaments, intentions and dependants of armed groups operating in the east of the country, and planning for the disarmament, demobilization, repatriation, resettlement and reintegration programme. Increased monitoring and promotion of human rights, especially in Kisangani, is also envisaged.

23. The Advisory Committee notes from paragraphs 7 and 9 of the budget document that phase III requires the withdrawal of all foreign forces from the Democratic Republic of the Congo and that the Secretary-General intends to seek further revisions to the mandate of MONUC from the Security Council. **The Committee trusts that, should such revisions involve a need to adjust the budgetary resources for MONUC, current notification procedures would be followed to inform both the Committee and the General Assembly in a timely manner.**

Military personnel

24. The estimate of $191,071,800 for military personnel costs represents an increase of 55.2 per cent over the appropriation of $123,139,700 for the period from 1 July 2001 to 30 June 2002. The deployment schedules for military observers and contingent personnel are shown in tables 1 and 2 of annex I.C to the proposed budget (A/56/897). As indicated in paragraph 3 of annex I.C, a 10 per cent delayed deployment factor has been applied in budgeting for military expenditure. In this connection, the Advisory Committee was informed that as of 28 February 2002 the number of contingent personnel in MONUC was 2,923, as against the authorized number of 4,727, and the number of military observers was 451, against the authorized 810, reflecting delayed deployment factors of 38 per cent and 44 per cent respectively.

25. As shown in the deployment schedule (A/56/897, annex I.C, table 2), it is planned that 5,434 contingent personnel will be in the Mission as at 31 July 2002, an increase of 2,511 over the number of personnel in the Mission as at 28 February 2002. Upon enquiry, the Advisory Committee was informed that firm assurances had been obtained from two troop-contributing countries for a total of 2,200 troops for MONUC. Furthermore, the Committee notes from the deployment schedule that full deployment is assumed as at 30 September 2002 for military contingent personnel and as at 30 January 2003 for military observers. **Should this not occur, the Committee expects savings to arise under this item of expenditure. Furthermore, in view of the high vacancy rates experienced by the Mission up to now, the Committee is of the view that the 10 per cent vacancy factor applied to the estimates may be overly optimistic.**

26. An amount of $16,455,000 is requested for travel, emplacement, rotation and repatriation of troops, based on two rotations of 16 units from the eight existing contingents and one rotation for 14 units to be deployed by August 2002. **In view of the proposal to increase passenger lift capacity for MONUC (see para. 63 below), the Advisory Committee strongly urges the Mission to use, to the extent possible, the air assets of the Mission for the regional rotation and emplacement of contingents.**

27. The Advisory Committee notes that specialized contingent units are to be deployed to perform services such as medical evacuation, cargo handling, crash rescue, engineering and water treatment (see A/56/897, annex I.C, para. 4). Upon enquiry, the Committee was informed that troop-contributing countries are invited to contribute specialized units to peacekeeping operations in line with the overall concept of operations. The Committee was informed that the Secretariat was currently working to identify what additional services, if any, could be provided by troop-contributing countries. **The Committee requests that the Secretariat state, in the performance report, the results of this identification exercise and the impact on budget expenditure.**

28. Requirements for self-sustainment, estimated at $20,525,700, are detailed in paragraph 31 of the proposed budget. The Advisory Committee was informed that all troop-contributing countries were on wet-lease arrangements. The Committee notes from paragraph 26 of the proposed budget that formed military contingents have been provided to MONUC by the Governments of Bolivia, France, Ghana, Morocco, Senegal, South Africa, Tunisia and Uruguay. In this connection, the Committee was informed that discussions concerning widening the base of troop-contributing countries were at an advanced stage. Recalling the experience of the United Nations Mission in Ethiopia and Eritrea and the United Nations Mission in Sierra Leone (see A/56/887/Adds.3 and 9), the Committee requested information concerning the extent of assistance that the United Nations provides to troop-contributing countries whose contingents are not self-sustained (see annex II).

29. The Advisory Committee notes the inclusion in the estimate of a $25 unit cost for a special food allowance for two troop-contributing countries (see A/56/897, annex II.A, item 7). Upon enquiry, the Committee was informed that the allowance was provided to the personnel of two troop-contributing countries who were deployed away from the main body of their units.

30. The estimate provides for 4.5 litres of water per person per day for military contingent personnel at a cost of $1.15. Upon enquiry concerning the extent to which MONUC is investing in water treatment plants and the effect this would have on the cost of bottled water, the Advisory Committee was informed that MONUC proposed investing approximately $3 million in water treatment plants in the budget year 2002/03. Yearly costs for bottled water for a troop strength of 6,387 amounted to $2.7 million; thus, following full implementation of the water treatment plants, the Mission would have covered the cost of the investment after approximately 13 months. In subsequent years, the Mission expects to save $2.7 million per annum if the troop strength remains constant. **The Committee requests that precise information on the results of this project be provided in the next performance report.**

31. With respect to the management of contingent-owned equipment, the Advisory Committee welcomes the establishment of the new Contingent-Owned Equipment Verification Unit (see A/56/897, para. 56 and para. 50 below).

32. **In view of the comments above, the Advisory Committee recommends that the estimate of $191,071,800 for military personnel costs be reduced by $3,821,436, or 2 per cent, to $187,250,364.**

Civilian personnel costs

33. The estimated requirement of $98,659,200 for civilian personnel represents an increase of $29,431,600, or 42.6 per cent, over the apportionment for the current period and provides for a total of 1,695 civilian personnel (720 international staff, 763 local staff and 212 United Nations Volunteers).

34. The Advisory Committee notes that the estimates for civilian personnel take into account vacancy factors of 10 per cent for civilian police, local staff and United Nations Volunteers and 15 per cent for international staff. International salaries are based on New York standard costs for 245 staff.

35. The Advisory Committee was informed that a new mission subsistence allowance rate of $138 would be implemented as at April 2002. Emoluments for 570 staff who are recruited under contracts of limited duration are based on the salary scale effective in July 2000. Approximately 70 per cent of Professional staff are classified as mission appointees, and provision under common staff costs for those staff takes into account lower requirements for the category (a reduction of 40 per cent compared with standard costs). Salaries and common staff costs for local staff are based on local scales applicable to the Mission, and the budgeted level for local staff is G-3, step 1. In addition, the estimate provides for hazardous duty station allowance for 40 per cent of international staff (see A/56/897, annex I.C, paras. 8-10 and annex II.A, item 12).

36. The Advisory Committee was informed that as at 28 February 2002, 674 of the 1,695 posts proposed, or 40 per cent, were vacant: 39 per cent for Professional posts, 35 per cent for General Service posts, 2 per cent for Field Service posts, 49 per cent for local staff and 58 per cent for United Nations Volunteers. **The vacancy factors used in the estimate appear low, since the numbers provided to the Committee included staff under recruitment. In the opinion of the Committee, the estimate for mission subsistence allowance and standard salaries should be adjusted to take this into account. The Committee therefore recommends that the estimate of $86,509,600 for international and local staff be reduced by $3,509,600, or approximately 4 per cent, to $83 million.**

37. **Furthermore, the Advisory Committee questions the use of the budgeted level of G-3, step 1 (entailing a net salary of $575.75 and common staff costs of $99.92 per month) for local staff throughout the Democratic Republic of the Congo. The use of G-3, step 1, as an average for the country appears to the Committee to be high and should be reviewed.**

38. As indicated in paragraph 34 of the report of the Secretary-General (A/56/897), the total number of proposed staff remains unchanged. There is an increase of 27 international Professional staff, 11 local staff and 44 United Nations Volunteers, offset by a decrease of 40 General Service and 42 Field Service staff.

The tables in paragraphs 33 and 36 of the report summarize proposed changes in the staffing establishment. The Advisory Committee requested and received information on post allocation by organizational unit of the Mission, which is contained in annex III.

39. The Advisory Committee notes that the staffing changes reflect the results of the review of the organizational structure and staffing levels of the various components of the Mission, based on the launching of phase III of the deployment of MONUC and the shift of activities to the east of the Democratic Republic of the Congo, and that they take into account the recommendations of the Committee as contained in its report (A/56/845). Changes include the establishment of two new units, the Contingent-Owned Equipment Unit and the Fuel Management Unit, the downsizing of the Goma logistics base and the closing of the Bangui logistics base.

40. The restructuring of the Mission is detailed by organizational unit in paragraphs 37 to 71 of the proposed budget (A/56/897). **The Advisory Committee welcomes the improved presentation, as well as the detailed supplementary information provided in annex IV.B, which deals with implementation of the recommendations of the Committee contained in its report of 27 February 2002 (A/56/845). While the Committee appreciates and welcomes the speed with which the Secretariat has reported on the implementation of the recommendations of the Committee, it requests that the reviews called for in its previous report continue, and that any further changes be reflected in the next budget submission, taking into account the comments in the paragraphs below.**

41. **The Advisory Committee recommends acceptance of the proposals on posts, subject to the comments in the paragraphs below.**

42. The table in paragraph 33 of the proposed budget (A/56/897) shows an increase in the number of posts for local staff from 752 to 763. (It should be noted that the number proposed initially in document A/56/660 was 758.) **Given that the proposed increase in posts for local staff is marginal, the Advisory Committee requests that MONUC redouble its efforts to employ, to the extent possible, local staff for functions that are currently envisaged for Professional or General Service staff.**

43. **The Advisory Committee notes that the number of United Nations Volunteers envisaged has increased from 170, as proposed initially in document A/56/660, to 212. The Committee welcomes this trend and encourages the Mission to continue to explore opportunities for the use of volunteer services.**

44. The estimate provides for a decrease in Field Service posts, from the 321 initially proposed in document A/56/660 to 281. Upon enquiry, the Advisory Committee was informed that this was due to the restructuring and redeployment of staff out of Kinshasa, combined with the closure of the Bangui logistics base and the reduction of activities in the Goma logistics base. **Consistent with its comments above, the Committee recommends that MONUC seek to utilize Field Service staff wherever feasible.**

45. The Advisory Committee recalls its comments in paragraph 4 of its report of 28 March 2000 (A/54/813), in which it recommended that the Mission make efforts to use locally available expertise as much as possible. The Advisory Committee notes that no national officers are proposed for MONUC for 2002/03. Upon enquiry, the Committee was informed that this was due to the nature of the political conflict

and the presence of armed groups. **The Committee points out that the Secretary-General is proposing extensive use of national officers in Afghanistan (see A/C.5/56/25/Add.4, annex II.A, item 3). It is the opinion of the Committee that if it is possible to use national officers in Afghanistan, it should also be possible in the Democratic Republic of the Congo, and, indeed, elsewhere. Accordingly, the Committee recommends that the Mission identify areas for which national officers can be used (for example, in public information to produce materials and broadcast in local languages); these should be reported in the context of the next budget estimates. In this connection, the Mission should also enquire about the practice of funds and programmes, such as the World Food Programme, the United Nations Children's Fund and the Office of the United Nations High Commissioner for Refugees, other partners, such as the World Bank, or contractors providing services to MONUC regarding the employment of national professional officers.**

46. The Advisory Committee recalls the comment it made in its report of 27 February 2002 that there is a need to estimate the number of individuals to be disarmed, demobilized, repatriated, resettled and reintegrated before forming a judgement as to the adequacy or otherwise of the resources requested for the Division of Disarmament, Demobilization, Repatriation, Resettlement and Reintegration (see A/56/845, paras. 44-47). The Committee notes that MONUC is preparing a plan and a broad programme as an integral part of phase III of the deployment of the Mission, and that it intends to establish early in the 2002/03 financial period a database of information on armed groups (see A/56/897, para. 41). **Consistent with its comments in paragraph 41 above, the Committee agrees with the proposed increase from 25 to 43 posts for the Division, including the reclassification of the head of the office from D-1 to D-2. Should additional staff resources be required, the Committee recommends that, in the first instance, MONUC continue, as it has done in the past, to meet such additional needs by redeploying posts from other areas where developments in the peace process might allow a reduction in the level of posts currently proposed.**

47. **The Advisory Committee welcomes the additional information and clarifications given concerning the support provided to the Office of the Neutral Facilitator for the Inter-Congolese Dialogue (A/56/897, para. 52). The Committee notes that in addition to the direct substantive staff resources supporting the neutral Facilitator "resources have been budgeted to cover limited logistic support to facilitate such dialogue" (ibid.).**

48. The Advisory Committee notes the proposal to strengthen the Human Rights Section through the establishment of 18 new posts and the abolition of 9 others, for a total establishment of 61 posts. The Committee was informed that the additional capacity would strengthen the Mission's human rights monitoring capacity in Kisangani. Upon enquiry, the Committee was informed that the Office of the United Nations High Commissioner for Human Rights had not been consulted on the matter. **The Committee requests that information be provided in the next budget estimate on the role played by the Office of the High Commissioner, if any, in monitoring and promoting human rights in the Democratic Republic of the Congo and the relationship between that Office and MONUC.**

49. The Advisory Committee recalls that the initial proposal for the administrative civilian component was for 1,269 posts (see A/56/660, part VIII.B). It appears from the information provided to the Committee that the review undertaken in pursuance of the recommendations of the Committee has resulted in a net reduction of 5 posts, to 1,264 (see annex III). The proposal is for a net increase of 8 posts, for a total of 1,272. These proposals reflect a considerable redeployment of posts. Details are provided in paragraphs 55 to 71 of document A/56/897.

50. As summarized in paragraphs 56 to 58 of document A/56/897, the Secretary-General proposes the strengthening of the administrative capacity in the eastern part of the Democratic Republic of the Congo, primarily in Kisangani, Kindu and the four coordination centres, as well as establishment of two new units, the Contingent-Owned Equipment Verification Unit and the Fuel Management Unit. In addition, as part of the proposal to strengthen capacity in the eastern part of the country, the Secretary-General proposes in paragraph 74 the establishment of the Office of the Deputy Director of Administration for the eastern part of the Democratic Republic of the Congo, headed by a Deputy Director at the D-1 level. Increases in posts for these areas would be offset by reductions elsewhere, mainly through the downsizing of the Goma logistics base, the closing of the Bangui logistics base and reduction in the staffing in the Mbandaka, Kalemie and Kananga sector headquarters.

51. **The Advisory Committee welcomes these redeployments. However, it is not convinced that a systematic evaluation of all support capacity that may currently be available to MONUC has been carried out.** For example, the Committee was informed that 10 contractors were providing a range of contractual services to MONUC, worth $200 million (see A/56/897, para. 65 (d)). **In its report of 27 February 2002, the Committee requested that the next budget submission include an indication of the impact of contractual services on the staff requirements for the Office of General Services (A/56/845, para. 63). No such information is included in the present estimate. This issue should be dealt with in the next performance report.**

52. Furthermore, in paragraph 51 of document A/56/897, it is indicated that seven General Service posts are to be abolished in the Office of the Force Commander on the assumption that military personnel could carry out some of the related functions. **In this connection, the Advisory Committee points out that there are a number of specialized military units in MONUC that could be requested to provide appropriate support in the areas of their expertise (see also para. 27 above).**

53. The total proposed staffing for the Fuel Management Unit is 32 posts; for the Contracts Management Unit it is 26 posts (see annex III). The Fuel Management Unit is new, while the Contracts Management Unit was proposed in document A/56/660 to manage contracts and perform services relating to memorandums of understanding. Both units are critical to the management and control of some of the largest services of MONUC.

54. The Advisory Committee notes that the Contracts Management Unit is responsible for contracts estimated at approximately $200 million, or roughly one third of the proposed budget for MONUC. Upon request, the Committee was provided with details concerning the contracts (see annex IV). The Committee notes that the staffing for the Unit has been reduced from the 28 posts initially proposed for 2001/02 in document A/56/660 to 26 posts in the current proposed estimates. **The Committee is aware of the relatively small number of troops currently**

authorized for MONUC, in comparison with, for example, UNAMSIL. Nevertheless, the Committee requests that the adequacy of the staff resources for this Unit be monitored and adjusted should that be deemed necessary.

55. As indicated in paragraph 71 of document A/56/897, the Fuel Management Unit would be responsible for all operational and technical aspects of fuel management, coordination among administrative units of the Mission involved in fuel operations and monitoring the consumption and initiating the timely replenishment of fuel, oil and lubricant stocks. The Committee points out that MONUC has the largest air operation assets of any existing United Nations peacekeeping mission, and the use of fuel, both for air operations and ground transport, will therefore be considerable (see also paras. 62-68 below). **The Committee considers the number of posts allocated to this Unit in the Office of Integrated Support Services to be inadequate. The performance of the Unit should be monitored and, should the workload warrant, more resources should be deployed to it.**

Operational requirements

56. Operational requirements are estimated at $299,216,800, an increase of $52,024,200, or 21 per cent, over the apportionment of $247,192,600 for 2001/02.

57. The estimate for premises and accommodation is $26,139,800, as against $21,727,800 for the period ending 30 June 2002. Details are provided in document A/56/897, annex I.C, paragraphs 12 to 16.

58. The Advisory Committee requested additional information concerning the details of payment effected to the Central African Republic towards the rent of the M'Poko logistics base at Bangui. At $500,000 per month, the total rent for the 21 months from April 2000 to December 2001 was $10.5 million of which the United Nations paid $9 million between October and December 2001. The balance of $1.5 million was held for adjustment, and from this amount approximately $1.1 million was retained to cover sums owed to the Organization; final payment of the balance of $435,097 was made in February 2002. **The Committee points out that a significant amount has been expended on the logistics base at Bangui. However, the rationale for the decision to utilize the base, as well as the extent of the actual usage of the base and the benefits derived therefrom remain unclear to the Committee. The Committee therefore requests that information on and/or an explanation of the foregoing be provided in the performance report on MONUC for 2001/02. In the opinion of the Committee, a full airing of the circumstances surrounding this matter may be of use in the planning of future peacekeeping operations.**

59. The Advisory Committee notes that there appears to be a considerable change in the type of accommodation rented at Kinshasa. For example, additional office space is requested at $45,000 per month (see A/56/897, annex II.A, item 14). In addition $5,000 per month is requested for additional space for communications equipment. In total, $170,000 per month is requested for Kinshasa, despite the fact that the Mission is deploying to the east of the country. Upon enquiry, the Committee was informed that the Mission still required office accommodation and its supplies base in Kinshasa, and that, in accordance with the terms of the status-of-mission agreement, the Government was unable to provide such accommodation to

MONUC free of charge. **The Committee requests that this matter be kept under review and that justification for continuing these arrangements at Kinshasa be included in the next budget estimates.**

60. The estimate for utilities is set at $4.6 million (ibid., annex I.C, para. 15), a decrease of $7.8 million in comparison with the estimate of $12.4 million in document A/56/660. The Advisory Committee also notes that the number of United Nations-owned generators in the estimate has increased from the 502 budgeted for 2001/02 to 671 for 2002/03. There is no increase in the number of contingent-owned generators (27).

61. The estimate for infrastructure repairs is $13,789,800. For the period ending 30 June 2001, expenditure under this item amounted to $1,722,100, and for the period ending 30 June 2002, expenditure of $353,900 is projected, bringing the total for three financial periods to $15.9 million. **That amount seems relatively small compared with need; however, the Advisory Committee requests that in the context of the next estimate information be provided indicating how some of the above investment, as well as that which would be proposed for the future, contributes to addressing the issues raised in paragraph 72 of its report of 27 February 2002 (A/56/845) regarding proactive investment designed to mitigate expanding use of air operations.**

62. Transport costs are estimated at $14,041,300 for a fleet of 1,563 vehicles (1,414 used and 149 new). The Advisory Committee notes that the number of vehicles is calculated using existing ratios. **In the context of MONUC operations, the Committee has concluded, on the basis of information provided to it during its meeting with the representatives of the Secretary-General, that these standards lead to the provision of more vehicles than can be fully utilized. The Committee intends to follow up on this issue in the context of the next performance report.**

63. The estimate for air operations is $169,646,500, or 57 per cent of total estimates for operational requirements. The proposal includes an increase in MONUC aircraft from 31 (14 helicopters and 17 fixed-wing aircraft) to 46 (22 helicopters and 24 fixed-wing aircraft). The initial estimate was for 33 aircraft (14 helicopters and 19 fixed-wing aircraft) (see A/56/660, annex I.C, paras. 19 and 20). The Committee notes that the proposed number of aircraft represents a 12 per cent increase, while the number of flight hours planned has increased by 28 per cent. **Upon request, the Committee was provided with a summary of air assets (see annex V below). The Committee requests that all future budgets of peacekeeping operations, as well as performance reports, contain similar tabular information.**

64. **The Advisory Committee notes that the increase in air operations is in anticipation of the expansion of Mission activities in phase III, as indicated in the report of the Secretary-General to the Security Council (S/2002/169) and in the estimates (see para. 22 above). Since phase III is not fully operational in all its aspects, the Committee reiterates the concerns expressed in its report of 15 May 2001 that air assets should be activated when actually needed (see A/55/941, para. 19). In this connection, the Committee notes that this procedure was followed during the financial period ending 30 June 2001 (see para. 5 above).**

65. **With respect to the estimates for 2002/03, the Advisory Committee was informed that a number of aircraft contracts would be activated only when needed. Upon enquiry, the Committee was informed that the cost estimates had been prepared on the basis of utilization of the aircraft for the full financial period and that it was expected that savings would result at the end of that period, which would be reported in the context of the performance report. Accordingly, it would appear that there is some room for adjustment in the estimates for air operations.**

66. The Advisory Committee notes that of the 22 helicopters budgeted for 2002/03, 16 are military, including MI-8 MTV and MI-24 military helicopters to support the operations for phase III deployment of the Mission (see A/56/897, annex I.C, para. 20, and annex V below). **The Committee questions the operational need to fit some of these helicopters with high-tech forward-looking infrared devices effective July 2002.** One of the reasons given for the proposal is that the devices would "enable the force to be highly mobile to support the disarmament, demobilization, repatriation, resettlement and reintegration plans" (A/56/897, annex I.C, para. 20). The Committee recalls that one of the assumptions in implementing disarmament, demobilization, repatriation, resettlement and reintegration and dealing with armed groups was that it would be on a voluntary basis (see A/56/845, para. 45).

67. Accordingly, the Committee sought a clarification regarding the need to deploy attack helicopters and regarding the activities covered under the "military operations" mentioned in paragraph 21 of annex I.C to document A/56/897. It was informed that phase III would involve flying into as many as 30 locations where local combatants would agree to give up their arms. As the operation is not without risk, it will be conducted by military units, which will be armed for self-defence and supported with transport by five military utility transport helicopters. It was also explained to the Committee that the attack helicopters were to provide protection to the military transport helicopters, should the need arise to extract United Nations teams at short notice and in a hostile environment. **It is not the intention of the Committee to question these proposals if they are essential and can be fully justified for implementation of the disarmament, demobilization, repatriation, resettlement and reintegration plan; however, the Committee cautions against the tendency in this and other missions to acquire technology and other assets that appear to be out of proportion to what the Mission really requires to implement mandates.**

68. **Further, the Advisory Committee questions the timing of the deployment of the four MI-8 MTV helicopters equipped with infrared devices to support disarmament, demobilization, repatriation, resettlement and reintegration, which is to be effective July 2002.** While the estimates provide resources for the collection of data and preparation of plans for disarmament, demobilization, repatriation, resettlement and reintegration, the Committee was informed that all parties, including States, must first come to an understanding and agreement before full implementation of disarmament, demobilization, repatriation, resettlement and reintegration would start. In this connection, the Committee also notes that the estimate for rental of disarmament, demobilization, repatriation, resettlement and reintegration reception and transit sites would total $10,500 per month, or $1,260,000 per year (see A/56/897, annex II.A, item 14). **The Committee questioned the assumption that these sites would be used as from July 2002.** In

this connection, the Committee was informed that the sites would most probably not be required prior to the completion of the deployment of the task force in Kindu and that gathering of information on the armed groups would be the first step in the process, followed by identification of the sites and setting up of the camps. It is therefore not expected that camps will be functional in July 2002.

69. The Advisory Committee notes that four additional passenger aircraft have been proposed. In this connection, the Committee was informed that in 2001 approximately 38,000 passengers were flown on MONUC aircraft and that, from January to March 2002 between 3,000 and 4,000 passengers had been flown per month. The Committee was informed that no information was available concerning passengers that are not MONUC officials.

70. With regard to cargo handling, the Advisory Committee was informed that 17.4 million kilograms had been handled, of which 630,564 was not MONUC cargo. Furthermore, the Committee was informed that MONUC had based three IL-76 cargo aircraft at Brindisi in July 2001 and that these aircraft had provided cargo services to a number of missions, including MONUC.

71. **As the number of passengers and amount of cargo handled by MONUC air assets will inevitably increase in 2002/03, the challenges for internal control, monitoring of use and overall management of air assets will become greater for the Mission. The Advisory Committee recalls and reiterates its comments and concerns on the need for effective internal control and monitoring of the use of air assets in MONUC, as well as in all other peacekeeping missions (see A/56/845, paras. 73 and 74).**

72. The Advisory Committee notes that an amount of $20 million is estimated for air traffic control contractual services (see A/56/897, annex I.C, para. 25). The Committee recalls its comments and recommendations made in its report of 27 February on the Pacific Architects and Engineers, Inc. (PAE)/Daher air service contract (see A/56/845, paras. 84-99). The Committee notes from annex IV.B of the proposed budget that, as a result of the concerns expressed by the Committee, a technical expert mission was immediately sent to the Mission to review the provision of airfield support services by PAE/Daher. Preliminary information given to the Advisory Committee indicates the intention of the Mission to completely reassess the scope of work required to provide a minimum level of services consistent with risk assessment, safety and operational considerations. This would include a review of possible alternatives to provide airfield support services, including a cost comparison of various options. The General Assembly, in its resolution 56/252 B, has requested that a report on the matter, including the audit report of the Office of Internal Oversight Services, be submitted to it during the second part of its resumed fifty-sixth session. The Committee will revert to this matter at that time.

73. The Advisory Committee notes that the number of locations included in table 3 of annex I.C to the budget report (A/56/897) is smaller and the amount of $20 million estimated for 2002/03 for air traffic control contractual services is considerably lower than what was communicated to the Committee when it was preparing its report of 27 February 2002 (A/56/845). In addition, the Committee has been informed that the cost of services provided by the contractor for the period ending 30 June 2002 would not exceed $12 million. The Committee will comment further on this issue in the context of its consideration of the report mentioned in

paragraph 72 above. **In the meantime, in view of the comments above, the Committee recommends that an amount of $155 million be approved for air operations for the Mission; this represents a reduction of $14,646,500, or 9 per cent, from the proposals of the Secretary-General.**

74. **Taking into accounts its comments above, in particular in paragraphs 32, 36 and 73, the Advisory Committee recommends appropriation and assessment of an amount of $581,933,464 for the maintenance of MONUC for the period from 1 July 2002 to 30 June 2003, reflecting a reduction of $21,977,536 gross, or 4 per cent, from the estimates proposed by the Secretary-General.**

Annex I

Expenditure for the period from 1 July 2001 to 30 June 2002 as at 28 February 2002

(Thousands of United States dollars)

	Category of expenditure	(1) Apportionment	(2) Total expenditure	(3) Projected expenditure Mar-Jun 02	(4) Projected expenditure Jul 01-Jun 02	(5) (=1-4) Variance	(6) (=5/1) Variance percentage
I.	Military personnel costs	123 139.7	91 673.3	52 712.1	144 385.4	(21 245.7)	-17.3
II.	Civilian personnel costs	69 177.6	37 793.7	21 731.4	59 525.1	9 652.5	14.0
III.	Operational costs						
	Premises/accommodation	21 727.8	18 343.3	10 547.4	28 890.8	(7 163.0)	-33.0
	Infrastructure repairs	6 249.9	224.7	129.2	353.9	5 896.0	94.3
	Transport operations	18 652.8	14 968.9	8 607.1	23 576.0	(4 923.2)	-26.4
	Air operations	122 011.8	54 807.1	31 514.1	86 321.2	35 690.6	29.3
	Naval operations	1 807.0	649.7	373.6	1 023.3	783.7	43.4
	Communications	17 473.1	11 128.6	6 398.9	17 527.5	(54.4)	-0.3
	Other equipment	17 427.1	9 241.2	5 313.7	14 554.8	2 872.3	16.5
	Supplies and services	19 858.1	12 290.8	7 067.2	19 358.0	500.1	2.5
	Air and surface freight	21 985.0	11 770.2	6 767.9	18 538.1	3 446.9	15.7
	Subtotal, category III	**247 192.6**	**133 424.6**	**76 719.1**	**210 143.7**	**37 048.9**	**15.0**
IV.	Other programmes						
	Election-related supplies and services	-	-	-	-	-	-
	Public information programmes	1 495.5	195.1	112.2	307.2	1 188.3	79.5
	Training programmes	668.4	252.3	145.1	397.4	271.0	40.5
	Mine-clearing programmes	-	-	-	-	-	-
	Assistance for disarmament and demobilization	400.0	200.0	115.0	315.0	85.0	21.3
	Quick impact projects	700.0	228.2	131.2	359.4	340.6	48.7
	Subtotal, category IV	**3 263.9**	**875.6**	**503.5**	**1 379.0**	**1 884.9**	**57.7**
V.	United Nations Logistics Base at Brindisi	-	-	-	-	-	-
VI.	Support account for peacekeeping operations	-	-	-	-	-	-
VII.	Staff assessment	7 226.2	2 501.5	1 438.4	3 939.8	3 286.4	45.5
	Total, lines I-VII	**450 000.0**	**266 268.6**	**153 104.5**	**419 373.1**	**30 626.9**	**6.8**

Category of expenditure	*(1)* *Apportionment*	*(2)* *Total expenditure*	*(3)* *Projected expenditure Mar-Jun 02*	*(4)* *Projected expenditure Jul 01-Jun 02*	*(5) (=1-4)* *Variance*	*(6) (=5/1)* *Variance percentage*
VIII. Income						
Staff assessment	(7 226.2)	(2 501.5)	(1 438.4)	(3 939.8)	(3 286.4)	45.5
Other income						
Subtotal, category VIII	**(7 226.2)**	**(2 501.5)**	**(1 438.4)**	**(3 939.8)**	**(3 286.4)**	**45.5**
Net total	**442 773.8**	**263 767.2**	**151 666.1**	**415 433.3**	**27 340.5**	**6.2**
IX. Voluntary contributions in kind						
Total resources	**450 000.0**	**266 268.6**	**153 104.5**	**419 373.1**	**30 626.9**	**6.8**

Annex II

Items provided by the United Nations Organization Mission in the Democratic Republic of the Congo to various troop-contributing nations

Country of contingent	*Category*	*Commodity*	*Quantity*	*Cost per unit* (United States dollars)	*Commodity cost* (United States dollars)	*Total* (United States dollars)	*Period*	*Category as per memorandum of understanding*	*Remarks*
Tunisia									
	Catering								
		Refrigerator, big	1	350.00	350.00		October 2001	Totally self-sustained	Cost to be recovered from self-sustainment reimbursement
						350.00			
	Miscellaneous general stores								
		Lockers	20	150.00	3 000.00				
						3 000.00			
	Office equipment								
		Desk, executive, wood	1	300.00	300.00				
		Folding table, military	13	120.00	1 560.00				
		Folding table (180x80)	3	185.00	555.00				
		Computer table, wood	5	190.00	950.00				
		Pedestal, metal	16	95.00	1 520.00				
		Bookcase, metal	16	50.00	800.00				
		Visitor chair	10	75.00	750.00				
						6 435.00			
	Total					**9 785.00**			

Country of contingent	*Category*	*Commodity*	*Quantity*	*Cost per unit*	*Commodity cost*	*Total*	*Period*	*Category as per memorandum of understanding*	*Remarks*
				(United States dollars)					
Morocco							September 2001	Totally self-sustained	Cost to be recovered from self-sustainment reimbursement
	Miscellaneous general stores								
		Lockers	15	150.00	2 250.00				
		Mirrors	14	15.00	210.00				
						2 460.00			
	Office equipment								
		Desk, office, metal (140x80)	14	250.00	3 500.00				
		Desk lamp	13	25.00	325.00				
		Folding table (120x80)	3	160.00	480.00				
		Folding table (180x80)	2	185.00	370.00				
		Folding chair	11	20.00	220.00				
		Computer table, metal	2	200.00	400.00				
		Computer table, wood	2	190.00	380.00				
		Pedestal, metal	6	95.00	570.00				
		Filing cabinet, 4 drawers	5	280.00	1 400.00				
		Bookcase, metal	9	50.00	450.00				
		Bookcase, wood	3	37.00	111.00				
		Visitor chair	8	75.00	600.00				
		Big magnetic white board	2	220.00	440.00				
		Flip chart w/easel	1	190.00	190.00				

Country of contingent	Category	Commodity	Quantity	Cost per unit	Commodity cost	Total	Period	Category as per memorandum of understanding	Remarks
				(United States dollars)					
		Wood notice board	5	120.00	600.00				
						10 036.00			
	Total					**12 496.00**			
South Africa							November 2001	Totally self-sustained	Cost to be recovered from self-sustainment reimbursement
	Catering								
		Refrigerator, big	2	350.00	700.00				
						700.00			
	Miscellaneous general stores								
		Lockers	57	150.00	8 550.00				
		Dryers	3	450.00	1 350.00				
						9 900.00			
	Office equipment								
		Desk, office, wood	1	150.00	150.00				
		Desk, office, metal (140x80)	5	250.00	1 250.00				
		Folding table (120x80)	11	160.00	1 760.00				
		Computer table, metal	1	200.00	200.00				
		Computer table, wood	2	190.00	380.00				
		Pedestal, wood	1	75.00	75.00				
		Filing cabinet, 4 drawers	3	280.00	840.00				
		Bookcase, metal	1	50.00	50.00				
		Executive chair	2	200.00	400.00				
		Typist chair	1	85.00	85.00				
		Visitor chair	23	75.00	1 725.00				

Country of contingent	Category	Commodity	Quantity	Cost per unit (United States dollars)	Commodity cost (United States dollars)	Total (United States dollars)	Period	Category as per memorandum of understanding	Remarks
		Small magnetic white board	1	190.00	190.00				
		Big magnetic white board	1	220.00	220.00				
		Flip chart w/easel	1	190.00	190.00				
		Shredder, small	1	150.00	150.00				
		Digital projector	1	3 000.00	3 000.00				
						7 665.00			
	Total					**18 265.00**			
Ghana							**July 2001**	**Totally self-sustained**	**Cost to be recovered from self-sustainment reimbursement**
	Office equipment								
		Desk, office, metal (140x80)	5	250.00	1 250.00				
						1 250.00			
	Total					**1 250.00**			
Uruguay							**May 2001**	**Totally self-sustained**	**Cost to be recovered from self-sustainment reimbursement**
	Catering								
		Refrigerator, medium	1	250.00	250.00				
						250.00			
	Miscellaneous general stores								
		Electric fan	1	45.00	45.00				
		TV, Sony, big	1	600.00	600.00				
						645.00			

Country of contingent	Category	Commodity	Quantity	Cost per unit (United States dollars)	Commodity cost (United States dollars)	Total (United States dollars)	Period	Category as per memorandum of understanding	Remarks
	Office equipment								
		Desk, office, metal (140x80)	1	250.00	250.00				
		Folding table, military	1	120.00	120.00				
		Folding chair	4	20.00	80.00				
		Visitor chair	2	75.00	150.00				
						600.00			
	Total					**1 495.00**			
Senegal							**May 2001**	**Totally self-sustained**	**Cost to be recovered from self-sustainment reimbursement**
	Catering								
		Refrigerator, medium	1	250.00	250.00				
		Coffee maker	1	40.00	40.00				
						290.00			
	Miscellaneous general stores								
		Coat rack	2	20.00	40.00				
		Electric fan	2	45.00	90.00				
						130.00			
	Office equipment								
		Desk, office, metal (140x80)	2	250.00	500.00				
		Desk lamp	1	25.00	25.00				
		Desk, executive, wood	1	300.00	300.00				
		Computer table, wood	2	190.00	380.00				
		Pedestal, wood	1	75.00	75.00				

Country of contingent	Category	Commodity	Quantity	Cost per unit (United States dollars)	Commodity cost (United States dollars)	Total (United States dollars)	Period	Category as per memorandum of understanding	Remarks
		Pedestal, metal	1	95.00	95.00				
		Filing cabinet, 4 drawers	2	280.00	560.00				
		Bookcase, metal	2	50.00	100.00				
		Executive chair	1	200.00	200.00				
		Visitor chair	6	75.00	450.00				
		Secretarial chair/ arms	1	120.00	120.00				
						2 805.00			
	Total					**3 225.00**			

Annex III
Current and proposed staffing

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Office of the Special Representative of the Secretary-General																		
Current	1	1	-	1	3	2	3	-	11	5	-	2	-	7	6	-	-	24
Proposed	1	1	-	1	2	2	2	1	10	5	-	3	-	8	6	-	1	25
Mission Planning Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Resident Auditor																		
Current	-	-	-	-	1	1	2	-	4	-	-	1	-	1	1	-	-	6
Proposed	-	-	-	-	1	1	2	-	4	-	-	1	-	1	1	-	-	6
Office of Legal Adviser																		
Current	-	-	-	-	1	1	1	-	3	-	-	1	-	1		-	-	4
Proposed	-	-	-	-	1	1	1	-	3	-	-	1	-	1	-	-	2	6
Gender Issues Unit																		
Current	-	-	-	-	1	-	1	-	2	-	-	-	-	-	2	-	2	6
Proposed	-	-	-	-	1	-	1	-	2	-	-	-	-	-	2	-	2	6
Investigation Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Quick Impact Projects Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal																		
Current	1	1	-	1	6	4	7	-	20	5	-	4	-	9	9	-	2	40
Proposed	1	1	-	1	5	4	6	1	19	5	-	5	-	10	9	-	5	43
Net change	-	-	-	-	(1)	-	(1)	1	(1)	-	-	1	-	1	-	-	3	3
Division of Disarmament, Demobilization, Repatriation, Resettlement and Reintegration																		
Kinshasa																		
Current	-	-	-	1	2	2	2	-	7	3	-	2	-	5	5	-	5	22
Proposed	-	-	1	-	3	3	2	-	9	1	-	2	-	3	3	-	-	15
Kindu																		
Current	-	-	-	-	-	1	2	-	3	-	-	-	-	-	-	-	-	3
Proposed	-	-	-	-	1	3	3	-	7	1	-	-	-	1	3	-	3	14
Kigali																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	1	1	1	-	3	-	-	1	-	1	3	-	-	7
Kisangani																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	1	-	2	1	-	-	-	1	2	-	2	7
Subtotal, DDRRR																		
Current	-	-	-	1	2	3	4	-	10	3	-	2	-	5	5	-	5	25
Proposed	-	-	1	-	5	8	7	-	21	3	-	3	-	6	11	-	5	43
Net change	-	-	1	(1)	3	5	3	-	11	-	-	1	-	1	6	-	-	18

	Professional category and above									General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/P-1	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National officers	United Nations Volunteers	Grand total
Political Affairs Division																		
Kinshasa																		
Current	-	-	1	1	4	6	3	4	19	-	-	4	-	4	4	-	-	27
Proposed	-	-	1	1	1	5	3	-	11	-	-	4	-	4	4	-	-	19
Goma																		
Current	-	-	-	1	1	1	-	1	4	-	-	2	-	2	2	-	1	9
Proposed	-	-	-	-	1	2	1	1	5	-	-	1	-	1	1	-	-	7
Mbandaka																		
Current	-	-	-	-	-	-	1	-	1	-	-	2	-	2	2	-	1	6
Proposed	-	-	-	-	-	-	1	1	2	-	-	2	-	2	2	-	-	6
Kisangani																		
Current	-	-	-	-	1	1	-	1	3	-	-	2	-	2	2	-	1	8
Proposed	-	-	-	-	2	2	1	1	6	-	-	2	-	2	1	-	-	9
Kananga																		
Current	-	-	-	-	-	1	-	-	1	-	-	2	-	2	2	-	1	6
Proposed	-	-	-	-	-	-	1	1	2	-	-	2	-	2	2	-	-	6
Bunia																		
Current	-	-	-	-	-	-	1	-	1	-	-	2	-	2	2	-	1	6
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	-	3
Gbadolite																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	1	1	-	2	-	-	1	-	1	1	-	-	4
Kalemie																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
Kindu																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	1	2	-	3	-	-	-	-	-	1	-	-	4
Ilebo																		
Current	-	-	-	-	-	1	-	-	1	-	-	1	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
Basankusu																		
Current	-	-	-	-	-	1	-	-	1	-	-	1	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
Manono																		
Current	-	-	-	-	-	1	-	-	1	-	-	1	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
Boende																		
Current	-	-	-	-	-	1	-	-	1	-	-	1	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1
Kigali																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	1	-	1	-	-	2	-	-	-	-	-	2	-	-	4
Kampala																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	1	2	-	-	-	-	-	1	-	-	3
Luanda																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Harare																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	1	2	-	-	-	-	-	1	-	-	3
Subtotal																		
Current		-	1	2	6	16	6	6	37	-	-	20	-	20	26	-	6	89
Proposed	-	-	1	2	4	15	12	10	44	-	-	13	-	13	18	-	-	75
Net change	-	-	-	-	(2)	(1)	6	4	7	-	-	(7)	-	(7)	(8)	-	(6)	(14)

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Civil Affairs Section																		
Office of the Director (Kinshasa)																		
Current	-	-	-	-	1	2	1	-	4	-	-	2	-	2	4	-	-	10
Proposed	-	-	-	-	1	1	2		4	-	-	2	-	2	4	-	-	10
Goma																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Kisangani																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	1	-		1	-	-	-	-	-	1	-	-	2
Kananga																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Kindu																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-
Subtotal																		
Current	-	-	-	-	1	6	1	-	8	-	-	2	-	2	8	-	-	18
Proposed	-	-	-	-	1	2	2	-	5	-	-	2	-	2	5	-	-	12
Net change	-	-	-	-	-	(4)	1	-	(3)	-	-	-	-	-	(3)	-	-	(6)
Humanitarian Affairs Section																		
Kinshasa																		
Current	-	-	-	-	1	3	1	1	6	-	-	6	-	6	8	-	-	20
Proposed	-	-	-	-	1	-	1	1	3	-	-	2	-	2	7	-	-	12
Goma																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	-	6
Proposed	-	-	-	-	-	1	1	-	2	-	-	1	-	1	2	-	-	5
Mbandaka																		
Current	-	-	-	-	-	1	2	-	3	-	-	2	-	2	2	-	-	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	-	3
Kisangani																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	-	6
Proposed	-	-	-	-	-	1	1	-	2	-	-	1	-	1	2	-	-	5
Kananga																		
Current	-	-	-	-	-	1	1	1	3	-	-	2	-	2	2	-	-	7
Proposed	-	-	-	-	-	-	1	1	2	-	-	-	-	-	2	-	-	4
Bunia																		
Current	-	-	-	-		1	2	-	3	-	-	2	-	2	2	-	-	7
Proposed	-	-	-	-	-	1	1	-	2	-	-	-	-	-	2	-	-	4
Gbadolite																		
Current	-	-	-	-	-	1	2	-	3	-	-	2	-	2	2	-	-	7
Proposed	-	-	-	-	-	1	1	-	2	-	-	-	-	-	2	-	-	4
Kindu									-					-				
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	1	-	2	-	-	1	-	1	1	-	-	4
Bukavu																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Kalemie																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Subtotal																		
Current	-	-	-	-	1	9	10	2	22	-	-	18	-	18	20	-	-	60
Proposed	-	-	-	-	1	5	10	2	18	-	-	5	-	5	22	-	-	45
Net change	-	-	-	-	-	(4)	-	-	(4)	-	-	(13)	-	(13)	2	-	-	(15)

	Professional category and above									General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/P-1	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National officers	United Nations Volunteers	Grand total
Human Rights Section																		
Kinshasa																		
Current	-	-	-	-	1	2	2	-	5	-	-	4	-	4	1	-	-	10
Proposed	-	-	-	-	1	1	1	1	4	-	-	1	-	1	1	-	-	6
Goma																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Mbandaka																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Kisangani														-				
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	1	6	-	7	-	-	1	-	1	7	-	1	16
Kananga																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Bunia																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Gbadolite																		
Current	-	-	-	-	-	1	1	-	2	-	-	2	-	2	2	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Kalemie																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Kinda																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Bukavu																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	1	4
Kigali																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	1	-	2	-	-	1	-	1	1	-	-	4
Bujumbura																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	1	-	-	3
Subtotal																		
Current	-	-	-	-	1	8	8	-	17	-	-	16	-	16	13	-	6	52
Proposed	-	-	-	-	1	3	17	1	22	-	-	12	-	12	18	-	9	61
Net change	-	-	-	-	-	(5)	9	1	5	-	-	(4)	-	(4)	5	-	3	9
Child Protection Section																		
Kinshasa																		
Current	-	-	-	-	1	2	3	-	6	-	-	2	-	2	2	-	-	10
Proposed	-	-	-	-	1	-	1	-	2	-	-	1	-	1	1	-	-	4
Goma																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Kisangani																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Gbadolite																		
Current	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Kinda																		
Current	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Proposed	-	-	-	-	-	1	1	-	2	-	-	-	-	-	1	-	-	3
Kalemie																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Kananga																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	2
Mbandaka														-				
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-			1	-	-	2
Subtotal																		
Current	-	-	-	-	1	5	4	-	10	-	-	2	-	2	6	-	-	18
Proposed	-	-	-	-	1	2	7	-	10	-	-	1	-	1	8	-	-	19
Net change	-	-	-	-	-	(3)	3	-	-	-	-	(1)	-	(1)	2	-	-	1

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Office of Public Information																		
Kinshasa																		
Current	-	-	-	1	2	4	5	2	14	7	-	3	-	10	10	-	-	34
Proposed	-	-	-	1	1	4	2	1	9	3	-	3	-	6	8	-	-	23
Goma																		
Current	-	-	-	-	-	1	1	-	2	2	-	1	-	3	5	-	-	10
Proposed	-	-	-	-	-	1	1	-	2	1	-	1	-	2	5	-	-	9
Mbandaka																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	3	-	-	5
Kisangani																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Proposed	-	-	-	-	-	1	1	-	2	1	-	1	-	2	5	-	-	9
Kasanga																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	3	-	-	5
Bunia																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	3	-	-	5
Gbadolite																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Proposed	-	-	-	-	-	-	1	-	1	1	-	1	-	2	3	-	-	6
Kalemie																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	2	-	-	4
Kinda																		
Current	-	-	-	-	-	1	-	-	1	1	-	-	-	1	1	-	-	3
Proposed	-	-	-	-	-	1	1	1	3	2	-	-	-	2	7	-	-	12
Bukavu																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	-	-	1	-	1	2	-	-	4
Subtotal																		
Current	-	-	-	1	2	6	11	2	22	15	-	4	-	19	41	-	-	82
Proposed	-	-	-	1	1	7	8	5	22	12	-	7	-	19	41	-	-	82
Net change	-	-	-	-	(1)	1	(3)	3	-	(3)	-	3	-	-	-	-	-	-
Total, SRSG																		
Current	1	1	1	5	20	57	51	10	146	23	-	68		91	128	-	19	384
Proposed	1	1	2	4	19	46	69	19	161	20	-	48	-	68	132	-	19	380
Office of the Force Commander																		
Current	-	-	1	1	-	-	-	-	2	2	-	7	-	9	15	-	-	26
Proposed	-	-	1	1	-	-	-	-	2	2	-	-	-	2	15	-	-	19
Net change	-	-	-	-	-	-	-	-	-	-	-	(7)	-	(7)	-	-	-	(7)
Office of the Neutral Facilitator																		
Current	-	-	1	1	2	3	3	1	11	1	-	1	-	2	4	-	-	17
Proposed	-	-	1	1	2	3	3	3	13	1	-	1	-	2	4	-	-	19
Net change	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	2
Civilian Police Unit																		
Current	-	-	-	1	-	1	-	-	2	2	-	-	-	2	-	-	-	4
Proposed	-	-	-	1	-	1	-	-	2	1	-	-	-	1	2	-	-	5
Net change	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	2	-	-	1
Total substantive																		
Current	1	1	3	8	22	61	54	11	161	28	-	76	-	104	147	-	19	431
Proposed	1	1	4	7	21	58	72	22	178	24	-	49	-	73	153	-	19	423
Net change	-	-	1	(1)	(1)	(11)	18	11	17	(4)	-	(27)	-	(31)	6	-	-	(8)

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Administrative component																		
Kinshasa																		
Office of Director of Administration																		
Current	-	-	1	-	1	1	1	-	4	2	-	2	-	4	4	-	-	12
Proposed	-	-	1	-	1	1	1	-	4	1	-	2	-	3	4	-	1	12
Air Safety Unit																		
Current	-	-	-	-	-	1	2	-	3	4	-	-	-	4	1	-	-	8
Proposed	-	-	-	-	-	1	1	-	2	4	-	-	-	4	1	-	-	7
Budget and Cost Control Unit																		
Current	-	-	-	-	1	1	-	1	3	-	-	1	-	1	2	-	-	6
Proposed	-	-	-	-	1	1	1	-	3	-	-	1	-	1	2	-	1	7
Security and Safety Section																		
Current	-	-	-	-	-	1	2	-	3	4	-	5	-	9	10	-	1	23
Proposed	-	-	-	-	-	1	2	-	3	4	-	5	-	9	3	-	-	15
Training Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Administrative Coordination Unit																		
Current	-	-	-	-	-	-	1	-	1	1	-	1	-	2	2	-	-	5
Proposed	-	-	-	-	-	1	-	-	1	1	-	1	-	2	2	-	-	5
Subtotal Director of Administration																		
Current	-	-	1	-	2	4	6	1	14	11	-	9	-	20	19	-	1	54
Proposed	-	-	1	-	2	5	5	-	13	10	-	9	-	19	12	-	2	46
Net change	-	-	-	-	-	1	(1)	(1)	(1)	(1)	-	-	-	(1)	(7)	-	1	(8)
Office of Administrative Services																		
Office of the Chief, Administrative Services																		
Current	-	-	-	1	-	-		1	2	-	-	1	-	1	2	-	-	5
Proposed	-	-	-	1	-	-	1	-	2	-	-	1	-	1	1	-	-	4
Finance Section																		
Current	-	-	-	-	1	1	1	-	3	2	-	3	-	5	8	-	2	18
Proposed	-	-	-	-	1	1	3	-	5	6	1	4	-	11	8	-	2	26
Personnel Section																		
Current	-	-	-	-	1	2	1	-	4	-	-	4	-	4	4	-	2	14
Proposed	-	-	-	-	1	2	2	-	5	5	1	3	-	9	6	-	3	23
Procurement Section																		
Current	-	-	-	-	1	1	2	1	5	4	-	2	-	6	3	-	-	14
Proposed	-	-	-	-	1	1	2	1	5	4	-	2	-	6	3	-	-	14
General Services Section																		
Current	-	-	-	-	-	1	2	1	4	12	-	2	-	14	18	-	5	41
Proposed	-	-	-	-	-	1	2	2	5	7	-	5	-	12	16	-	12	45
Medical Section																		
Current	-	-	-	-	-	1	1	-	2	2	-	1	-	3	3	-	4	12
Proposed	-	-	-	-	1	1	-	-	2	-	-	2	-	2	5	-	4	13
Contracts Management Unit																		
Current	-	-	-	-	-	1	4	1	6	11	2	4	-	17	5	-	-	28
Proposed	-	-	-	-	1	1	7	-	9	6	-	5	-	11	6	-	-	26
Subtotal administrative services																		
Current	-	-	-	1	3	7	11	4	26	31	2	17	-	50	43	-	13	132
Proposed	-	-	-	1	5	7	17	3	33	28	2	22	-	52	45	-	21	151
Net change	-	-	-	-	2	-	6	(1)	7	(3)	-	5	-	2	2	-	8	19

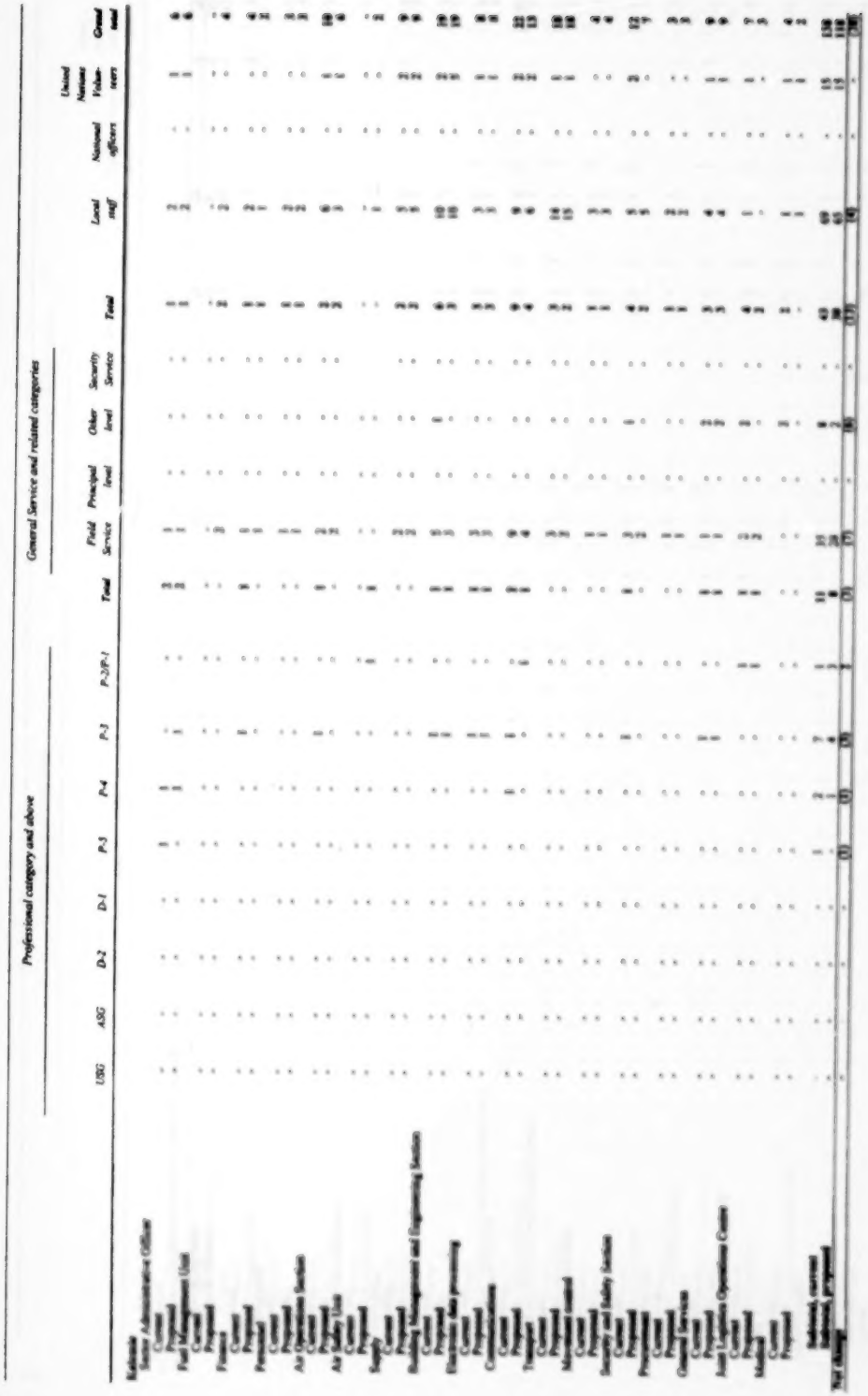
	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Office of Integrated Support Services																		
Office of the Chief, Integrated Support Services																		
Current	-	-	-	1	1	-	1	1	4	1	-	1	-	2	2	-	-	8
Proposed	-	-	-	1	-	-	1	1	3	1	-	1	-	2	2	-	-	7
Geographical Information System Cell																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	-	-	2	5
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	-	-	2	5
Contingent-Owned Equipment Verification Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	1	2	1	-	1	-	2	1	-	2	7
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	1	2	1	-	-	-	1	4	-	1	8
Building Management and Engineering Section																		
Current	-	-	-	-	1	1	3	-	5	6	-	2	-	8	25	-	5	43
Proposed	-	-	-	-	1	-	3	-	4	5	-	2	-	7	20	-	10	41
Movement Control Section																		
Current	-	-	-	-	-	1	3	-	4	2	-	1	-	3	6	-	4	17
Proposed	-	-	-	-	-	1	2	-	3	3	-	1	-	4	6	-	4	17
Supply Section																		
Current	-	-	-	-	-	1	3	-	4	1	-	-	-	1	21	-	8	34
Proposed	-	-	-	-	-	1	3	-	4	3	-	-	-	3	10	-	10	27
Air Operations Section																		
Current	-	-	-	-	1	2	3	1	7	7	-	1	-	8	13	-	2	30
Proposed	-	-	-	-	1	1	3	3	8	5	-	-	-	5	10	-	2	25
Transport Section																		
Current	-	-	-	-	-	1	1	-	2	7	-	1	-	8	40	-	4	54
Proposed	-	-	-	-	-	1	1	-	2	5	-	1	-	6	44	-	7	59
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	1	1	-	2	4	-	1	-	5	5	-	1	13
Proposed	-	-	-	-	1	1	1	-	3	3	-	1	-	4	2	-	5	14
Electronic Data-processing Unit																		
Current	-	-	-	-	-	1	-	-	1	9	-	-	-	9	6	-	4	20
Proposed	-	-	-	-	-	1	-	-	1	5	-	-	-	5	7	-	6	19
Communications Unit																		
Current	-	-	-	-	1	1	-	-	2	23	-	-	-	23	21	-	5	51
Proposed	-	-	-	-	1	1	-	-	2	10	-	-	-	10	24	-	12	48
Subtotal integrated services																		
Current	-	-	-	1	4	9	16	2	32	62	-	7	-	69	139	-	35	275
Proposed	-	-	-	1	4	9	15	6	35	44	-	7	-	51	130	-	61	277
Net change	-	-	-	-	-	-	(1)	4	3	(18)	-	-	-	(18)	(9)	-	26	2
Total UNMIBH																		
Subtotal, current	-	-	1	2	9	20	33	7	72	184	2	33	-	139	201	-	49	461
Subtotal, proposed	-	-	1	2	11	21	37	9	81	82	2	38	-	122	187	-	84	474
Net change	-	-	-	-	2	1	4	2	9	(22)	-	5	-	(17)	(14)	-	35	13

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Gama																		
Administrative Officer/head of logistics base																		
Current	-	-	-	-	1	-	-	-	1	1	-	-	-	1	1	-	1	4
Proposed	-	-	-	-	-	1	1	-	2	1	-	-	-	1	1	-	-	4
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	1	4
Finance																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	1	-	-	3
Personnel																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	-	3
Air Operations Section																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	6	-	1	10
Proposed	-	-	-	-	-	-	-	1	1	-	-	-	-	-	2	-	-	3
Air Safety Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	1	-	-	2
Supply																		
Current	-	-	-	-	-	-	1	-	1	3	-	-	-	3	5	-	1	10
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	-	1	5
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	1	1	2	3	-	1	-	4	15	-	3	24
Proposed	-	-	-	-	-	-	-	-	-	2	-	1	-	3	5	-	2	10
Electronic data processing																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	3	-	2	8
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	-	1	5
Communications																		
Current	-	-	-	-	-	1	1	-	2	7	-	-	-	9	8	-	2	21
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	2	4	-	1	8
Transport																		
Current	-	-	-	-	-	-	-	-	-	3	-	-	-	3	17	-	1	21
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	6	-	1	9
Movement control																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	2	9
Proposed	-	-	-	-	-	-	-	-	-	1	-	1	-	2	4	-	1	7
Security and Safety Section																		
Current	-	-	-	-	-	-	1	-	1	3	-	1	-	4	5	-	2	12
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	-	4
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	3
Proposed	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	-	2	5
Procurement																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	1	8
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	2	-	-	4
General Service																		
Current	-	-	-	-	-	-	1	-	1	1	-	2	-	3	7	-	1	12
Proposed	-	-	-	-	-	-	-	-	-	1	-	2	-	3	4	-	2	9
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	1	1	2	2	-	2	-	4	1	-	2	9
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	1	2
Subtotal, logistics base																		
Subtotal, current	-	-	-	-	1	1	12	2	16	35	-	6	-	41	81	-	21	159
Subtotal, proposed	-	-	-	-	-	1	1	4	6	20	-	6	-	26	42	-	13	87
Net change	-	-	-	-	(1)	-	(11)	2	(10)	(15)	-	-	-	(15)	(39)	-	(8)	(72)

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Sector headquarters																		
Mbeudeka																		
Sector Administrative Officer																		
Current	-	-	-	-	1	1	-	-	2	1	-	-	-	1	2	-	1	6
Proposed	-	-	-	-	-	1	1	-	2	1	-	-	-	1	2	-	1	6
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	-	-	4
Finance																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	2
Air Operations Section																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	1	8
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	3	-	1	6
Air Safety Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	1	-	-		1	1	-	-	3
Supply																		
Current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	2	9
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	2	5	-	2	10
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	1	-	1	5	-	1	-	6	10	-	2	19
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	10	-	5	19
Electronic data processing																		
Current	-	-	-	-	-	-	1	-	1	3	-	-	-	3	3	-	1	8
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	3	-	1	8
Communications																		
Current	-	-	-	-	-	1	1	-	2	9	-	-	-	9	9	-	2	22
Proposed	-	-	-	-	-	-	-	1	1	4	-	-	-	4	6	-	2	13
Transport																		
Current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	14	-	1	17
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	16	-	1	19
Movement control																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	-	4
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	3	-	-	5
Security and Safety Section																		
Current	-	-	-	-	-	-	1	-	1	3	-	1	-	4	5	-	2	12
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	-	7
Personnel																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	1	-	2	2	-	-	4
Procurement																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
General Services																		
Current	-	-	-	-	-	-	1	-	1	1	-	2	-	3	4	-	1	9
Proposed	-	-	-	-	-	-	-	-	-	1	-	2	-	3	6	-	2	11
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	1	1	2	-	2	-	4	1	-	1	7
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	2
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1	-	1	4
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	8
Subtotal, current	-	-	-	-	1	2	7	1	11	34	-	8	-	42	67	-	15	135
Subtotal, proposed	-	-	-	-	-	1	3	3	7	29	-	4	-	33	71	-	19	130
Net change	-	-	-	-	(1)	(1)	(4)	2	(4)	(5)	-	(4)	-	(9)	4	-	4	(5)

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Kisangani																		
Office of the Deputy Director of Administration (East)																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	1	-	1	1	-	3	1	-	1	-	2	3	-	-	8
Regional Administrative Officer																		
Current	-	-	-	-	1	1	-	-	2	1	-	-	-	1	2	-	1	6
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Finance																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	1	5
Personnel																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Air Operations Section																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	6	-	1	10
Proposed	-	-	-	-	-	-	1	1	2	2	-	-	-	2	6	-	1	11
Air Safety Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	1	-	-		1	2	-	-	4
Supply																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	5	-	1	9
Proposed	-	-	-	-	-	-	1	-	1	2	-	1	-	3	7	-	1	12
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	1	-	1	5	-	1	-	6	10	-	3	20
Proposed	-	-	-	-	-	-	1	1	2	5	-	1	-	6	15	-	6	29
Electronic data processing																		
Current	-	-	-	-	-	-	1	-	1	3	-	-	-	3	3	-	1	8
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	3	-	2	8
Communications																		
Current	-	-	-	-	-	1	1	-	2	9	-	-	-	9	9	-	2	22
Proposed	-	-	-	-	-	-	1	-	1	5	-	-	-	5	9	-	3	18
Transport																		
Current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	14	-	1	17
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	20	-	4	28
Movement control																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	-	4
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	4	-	2	10
Security and Safety Section																		
Current	-	-	-	-	-	-	1	-	1	3	-	1	-	4	5	-	2	12
Proposed	-	-	-	-	-	-	1	-	1	2	-	1	-	3	5	-	2	11
Procurement																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	2	-	-	4
General Services																		
Current	-	-	-	-	-	-	1	-	1	1	-	2	-	3	4	-	1	9
Proposed	-	-	-	-	-	-	1	-	1	1	-	2	-	3	8	-	2	14
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	1	1	2	-	2	-	4	1	-	1	7
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	2	-	1	6
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1	-	1	4
Proposed	-	-	-	-	-	-	1	-	1	-	-	1	-	1	2	-	1	5
Subtotal, current	-	-	-	-	1	2	8	1	12	34	-	8	-	42	69	-	15	138
Subtotal, proposed	-	-	-	1	-	1	16	3	21	33	-	7	-	40	94	-	26	181
Net change	-	-	-	1	(1)	(1)	8	2	9	(1)	-	(1)	-	(2)	25	-	11	43

	Professional category and above									*General Service and related categories*									
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Kinshasa																		
Sector Administrative Officer																		
Current	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1
Proposed	-	-	-	-	1	1	-	-	2	1	-	-	-	1	1	-	-	4
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	1	-	-	4
Personnel																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
General Services																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	2	-	1	-	3	7	-	1	12
Finance																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	2	1	-	-	4
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	1	-	-	1	2	-	-	-	2	2	-	2	7
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	1	4
Movement control																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	-	7
Supply																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Proposed	-	-	-	-	-	-	1	-	1	1	-	-	-	1	5	-	-	7
Electronic data processing																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	2
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	1	-	-	3
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	-	-	2
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	6	-	-	10
Security and Safety Section																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	2
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	3	-	-	6
Procurement																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Air Operations Section																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	1	8
Air Safety Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	-	3
Contingent-owned equipment																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	2	-	1	5
Transport																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	4
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	2	13	-	1	17
Communications																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	2	5
Subtotal, current	-	-	-	-	-	-	1	1	2	4	-	-	-	4	10	-	1	17
Subtotal, proposed	-	-	-	-	1	2	9	4	16	26	-	1	-	27	60	-	9	112
Net change	-	-	-	-	1	2	8	3	14	22	-	1	-	23	50	-	8	95



	Professional category and above								General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/P-1	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National officers	United Nations Volunteers	Grand total
Kasenga																		
Sector Administrative Officer																		
Current	-	-	-	-	1	1	-	-	2	1	-	-	-	1	2	-	1	6
Proposed	-	-	-	-	-	1	1	-	2	1	-	-	-	1	2	-	1	6
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	-	-	4
Finance																		
Current	-	-	-	-	-	-	1	-	1	1	-	-	-	1	2	-	-	4
Proposed	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	-	3
Personnel																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	1	-	2	2	-	-	4
Air Operations Section																		
Current	-	-	-	-	-	-	1	-	1	2	-	-	-	2	4	-	1	8
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	3	-	1	6
Air Safety Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	1	1	1	-	-		1	1	-	-	3
Supply																		
Current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	2	9
Proposed	-	-	-	-	-	-	-	1	1	1	-	-	-	1	5	-	2	9
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	1	-	1	5	-	1	-	6	10	-	2	19
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	7	-	5	16
Electronic data processing																		
Current	-	-	-	-	-	-	1	-	1	3	-	-	-	3	3	-	1	8
Proposed	-	-	-	-	-	-	1	-	1	3	-	-	-	3	3	-	1	8
Communications																		
Current	-	-	-	-	-	1	1	-	2	9	-	-	-	9	9	-	2	22
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	3	6	-	2	11
Transport																		
Current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	14	-	1	17
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	14	-	1	17
Movement control																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	-	4
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	-	4
Security and Safety Section																		
Current	-	-	-	-	-	-	1	-	1	3	-	1	-	4	5	-	2	12
Proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	-	7
Procurement																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	-	3
General Services																		
Current	-	-	-	-	-	-	1	-	1	1	-	2	-	3	4	-	1	9
Proposed	-	-	-	-	-	-	1	-	1	1	-	2	-	3	4	-	1	9
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	1	1	2	-	2	-	4	1	-	1	7
Proposed	-	-	-	-	-	-	-	1	1	2	-	-	-	2	-	-	-	3
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1	-	1	4
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2
Subtotal, current	-	-	-	-	1	2	7	1	11	34	-	8	-	42	67	-	15	135
Subtotal, proposed	-	-	-	-	-	1	4	4	9	26	-	4	-	30	61	-	15	115
Net change	-	-	-	-	(1)	(1)	(3)	3	(2)	(8)	-	(4)	-	(12)	(6)	-	-	(20)
Subtotal, sector headquarters																		
Current	-	-	-	-	4	8	30	9	47	141	-	32	-	173	282	-	61	563
Proposed	-	-	-	1	1	6	26	17	51	142	-	18	-	160	351	-	84	656
Net change	-	-	-	1	(3)	(2)	4	8	4	1	-	(14)	-	(13)	69	-	23	93

	Professional category and above									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Coordination centres																		
Mission																		
Administration																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Security and Safety Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Communications/Electronic data processing																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Air Operations																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Transport																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Movement control																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal, current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Subtotal, proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Net change	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Regional																		
Administration																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Security and Safety Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Communications/Electronic data processing																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Air Operations																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Movement control																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transport																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal, current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Subtotal, proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Net change	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

	Professional category and above									General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/P-1	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National officers	United Nations Volunteers	Grand total
Borode																		
Administration																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Security and Safety Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Communications/Electronic data processing																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Air Operations																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Transport																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Movement control																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal, current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Subtotal, proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Net change	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tebo																		
Administration																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	5	-	1	7
Fuel Management Unit																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Security																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Joint Logistics Operations Centre																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Communications/Electronic data processing																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Air Operations																		
Current	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Proposed	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3
Transport																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Movement control																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Building Management and Engineering Section																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical																		
Current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal, current	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Subtotal, proposed	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	-	3	10
Net change	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	*Total*	*Field Service*	*Principal level*	*Other level*	*Security Service*	*Total*	*Local staff*	*National officers*	*United Nations Volunteers*	*Grand total*
Subtotal, coordination centres																		
Current	-	-	-	-	-	-	-	-	[redacted]	8	-	-	-	8	20	-	12	40
Proposed	-	-	-	-	-	-	-	-		8	-	-	-	8	20	-	12	40
Net change	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Administrative Liaison Office																		
Brazzaville																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	2	-	-	3
Dar-es-Salaam																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	2	-	-	3
Administrative support																		
Bunia																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	2	-	-	3
Bukavu																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	2	-	-	3
Gbadolite																		
Current	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Proposed	-	-	-	-	-	-	-	-	-	1	-	-		1	2	-	-	3
Subtotal, current	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal, proposed	-	-	-	-	-	-	-	-	-	5	-	-	-	5	10	-	-	15
Net change	-	-	-	-	-	-	-	-	-	5	-	-	-	5	10	-	-	15
Bangui logistics base																		
Current	-	-	-	-	1	-	2	-	3	7	-	4		11	21	-	6	41
Proposed	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Total, Administration																		
Current	-	-	1	2	15	29	77	14	**138**	295	2	75	-	372	605	-	149	1 264
Proposed	-	-	1	3	12	28	74	30	**148**	257	2	62	-	321	610	-	193	1 272
Net change	-	-	-	1	(3)	(1)	(3)	16	**10**	(38)	-	(13)	-	(51)	5	-	44	8
Total, substantive and administrative																		
Current	1	1	4	10	37	90	131	25	**299**	323	2	151	-	476	752	-	168	1 695
Proposed	1	1	5	10	33	78	146	52	**326**	281	2	111	-	394	763	-	212	1 695
Net change	-	-	1	-	(4)	(12)	15	27	**27**	(42)	-	(40)	-	(82)	11	-	44	-

Annex IV

Information in relation to the 26 posts proposed for the Contracts Management Unit in the 2002/2003 cost estimates

A.

Area of activity	*Posts*	*Contracts/services*	*Value (Millions of United States dollars)*
Rations, water and catering	1 P-3, 2 GS	Rations contract expiration date 9 March 2004	38.2
		Water[1] (purchase orders)	5.3
		Catering (to be determined)	Nil[2]
Airfield services	1 P-3, 2 GS	Airfield operations contract expiration date 30 June 2002	32[3]
Airfield rehabilitation	1 P-3, 2 GS	Airfield infrastructure rehabilitation contract expiration date 30 June 2003	18.8
Other contracts and memorandums of understanding	1 P-3, 2 GS	Electronic data-processing and communications technical services — labour contract expiration date 19 June 2003	2.1
		Engineering Services — labour contract expiration date 31 August 2002	4.2
		Medical Services Contract expiration date 30 April 2002	1.1
		Memorandums of understanding (to be determined)	Nil[4]
		Aircrew Accommodation Contract expiration date 30 April 2002	1.1
		Mine-clearing programmes (to be determined)	2.6
Ground and aircraft fuel contracts	1 P-3, 2 GS	Fuel contract expiration dates 30 April 2003/ 28 February 2002/28 February 2002 (to be determined)	84.3[5]
Contracts Management Unit support	1 P-3, 6 local staff	Invoice processing, budget management and administrative support[6]	N/A
Office of the Chief	1 P-5, 1 P-4, 1 P-3, 1 GS	Includes Chief and Deputy Chief of Section, Contracts Management Unit representative deployed to eastern sectors and a secretary	N/A
Total contract value			**189.7**

[1] The Mission is transitioning to self-sustainment in terms of potable water requirements.

[2] The catering contracts are not for a specific monetary value, and are put in place primarily for the welfare of staff; they do, however, require active management.

[3] Estimated requirements for 2001/2002 ($12 million) and for 2002/2003 ($20 million).

[4] These are mainly memorandums of understanding entered into between MONUC and resident international organizations for the provision of services on a cost-reimbursable basis. It is estimated that in the period 1 July 2001-31 December 2001, some $0.6 million in services was provided to 14 different organizations.

[5] Representing fuel companies (Shell — $54.1 million, Fina — $2.3 million, Petraf — $4.9 million, and RFP — $23 million).

[6] All 6 local staff that will work in support of the Contracts Management Unit are assigned to administrative support.

B.

Grade	*Number of posts*	*Functional titles*
P-5	1	Chief of Unit
P-4	1	Deputy Chief of Unit
P-3	7	5 contract managers (rations/airfield services/airfield infrastructure rehabilitation/fuel/other contracts); 1 contract officer, Kisangani sector headquarters, 1 invoicing and budget officer
GS/FS	11	10 contract administrators, 1 administrative officer
Local staff	6	3 invoice clerks, 3 administrative clerks

Annex V

Air operations

A. Current and proposed monthly flying hours

Type of aircraft	Current				Proposed				Variance	
	Aircraft (1)	Block hours (2)	Extra hours (3)	Total hours (4)=(1)x(2+3)	Aircraft (5)	Block hours (6)	Extra hours (7)	Total hours (8)=(5)x(6+7)	Aircraft (9)=(5)-(1)	Flying hours (10)=(8)-(4)
Helicopters										
S6IN Bristow	2	30	50	160	2	30	50	160	-	-
MI-8 MTV	8	50	35	680	8	50	35	680	-	-
MI-24	-	-	-	-	3	85	-	255	3	255
MI08T	2	50	35	170	2	50	35	170	-	-
MI-26 Heavy helo	2	50	35	170	2	50	35	170	-	-
MI8/S-61 Puma	-	-	-	-	5	85	-	425	5	425
Total	**14**	**180**	**155**	**1 180**	**22**	**350**	**155**	**1 860**	**8**	**680**
Fixed-wing										
IL-76	5	85	-	425	5	85	-	425	-	-
AN-24	1	40	50	90	1	40	50	90	-	-
Airliner type Airbus	-	-	-	-	1	35	25	60	1	60
B-400	2	30	25	110	2	30	25	110	-	-
B-200 Aviation Assistance	1	40	60	100	2	40	60	200	1	100
C-130/L-100	3	40	80	360	4	40	80	480	1	120
AN-26	2	40	50	180	2	40	50	180	-	-
B-200 STOL	1	30	50	80	3	30	50	240	2	160
Casa-212	2	40	60	200	2	40	60	200	-	-
Casa-235	-	-	-	-	2	40	50	180	2	180
Total	**17**	**345**	**375**	**1 545**	**24**	**420**	**450**	**2 165**	**7**	**620**

B. Current and proposed budget for charter costs

(United States dollars)

	Charter			Fuel/lubricants			Ground handling services and fees		
Type of aircraft	*Current*	*Proposed*	*Variance*	*Current*	*Proposed*	*Variance*	*Current*	*Proposed*	*Variance*
Helicopters									
S6IN Bristow	4 926 000	4 926 000	-	475 200	844 272	369 072	115 680	118 180	2 500
MI-8 MTV	13 800 000	13 800 000	-	3 029 400	2 695 492	(333 908)	462 720	462 720	-
MI-24	-	7 560 000	7 560 000	-	984 555	984 555	-	173 250	173 250
MI08T	1 503 000	2 004 000	501 000	530 145	673 873	143 728	86 760	115 680	28 920
MI-26 Heavy helo	12 496 000	9 910 667	(2 585 333)	2 019 600	3 281 850	1 262 250	77 120	115 680	38 560
MI8/S-61 Puma	-	15 430 500	15 430 500	-	1 640 925	1 640 925	-	289 200	289 200
Total	**32 725 000**	**53 631 167**	**20 906 167**	**6 054 345**	**10 120 967**	**4 066 622**	**742 280**	**1 274 710**	**532 430**
Fixed-wing									
IL-76	6 120 000	7 650 000	1 530 000	17 166 600	18 597 150	1 430 550	231 360	439 200	(207 840)
AN-24	480 150	640 200	160 050	521 235	880 306	359 071	43 380	77 840	(34 460)
Airliner type Airbus	-	3 240 000	3 240 000	-	926 640	926 640	-	157 840	(157 840)
B-400	2 425 920	2 425 920	-	392 040	339 768	(52 272)	115 680	175 680	(60 000)
B-200 Aviation Assistance	1 840 320	1 840 320	-	237 600	205 920	(31 680)	115 680	135 680	(20 000)
C-130/L-100	18 382 560	24 559 660	6 177 100	5 346 000	6 176 528	830 528	173 520	291 360	(117 840)
AN-26	1 280 400	1 280 400	-	1 384 960	1 204 632	(180 328)	115 680	135 680	(20 000)
B-200 STOL	3 804 480	3 107 160	(697 320)	356 400	247 104	(109 296)	173 520	179 250	(5 730)
Casa-212	-	1 840 320	1 840 320	-	206 920	206 920	-	135 680	(135 680)
Casa-235	-	3 160 080	3 160 080	-	1 204 632	1 204 632	-	135 680	(135 680)
Total	**34 333 830**	**49 744 860**	**15 410 230**	**25 404 835**	**29 989 600**	**4 584 765**	**968 820**	**1 863 890**	**(895 070)**